

**Staff Development and Training**

The nursery highly values its staff. It is in the interests of the nursery, the children, families, and the individual, that each staff member is given the opportunity to develop their skills. The purpose of the policy is to ensure all staff are given the opportunity to maximise and broaden their knowledge and skills in caring for children.

It is the responsibility of the nursery managers to ensure all staff receive the relevant training and development in order to keep up with current legislation and trends.

Personal and professional development is essential to maintaining the quality and delivery of high quality care and education for young children in early years. It underpins all aspects of curriculum delivery and positive interactions. At Woodlands Day Nursery & Preschool we ensure that at least 50% of staff are qualified to Level 3 or equivalent in childcare and education and aim towards 100%. Other staff working at the nursery will either be qualified to Level 2 or undertaking an apprenticeship training program. We strongly promote constant professional development and all staff will have individual training records and continued professional development plans to enhance their skills and expertise.

External training and support is sought as appropriate to the needs of the nursery and the children attending and to renew/update staff qualifications.

To facilitate the development of staff we:

1. Lead and role model with staff, and offer encouragement and support to achieve a high level of morale and motivation

2. Promote teamwork through ongoing communication, involvement to enhance nursery practice

3. Provide opportunities for delegation based on skills and expertise to offer recognition and stimulate staff

4. Encourage staff to contribute ideas for change within the nursery and hold regular staff meetings and team meetings to develop these ideas. Regular meetings are also held to discuss strategy, policy and curriculum planning

5. Encourage staff to further their experience and knowledge by attending relevant external training courses

6. Encourage staff to pass on their knowledge to those who are less experienced and disseminate knowledge from external training to small groups of staff within the nursery

7. Provide regular in-house training relevant to the needs of the nursery

8. Carry out ongoing supervision with all staff. Staff appraisals are carried out every year where objectives and action plans for staff are set out, whilst also sourcing training according to their individual needs

9. Develop a continued professional development plan addressing both qualifications and continuous professional development needs of the setting and of individual staff

10. Promote a positive learning culture within the setting

11. Delegate responsibilities according to an individual’s expertise

12. Carry out training needs analysis for all individual staff, the team as a whole, and for the nursery

13. Carry out full evaluations of all training events and use these to evaluate the training against the aims set to enable the development of future training programmes to improve effectiveness and staff learning

14. Provide inductions to welcome all new staff and assign a senior member of staff to support new staff

15. Offer ongoing support and guidance

We also carry out monthly in-house training with all staff covering a wide selection of child care aspects